

**Present:** Monica Anderson, Mary Shaw, Kathleen Groshong, David Berrian, Freddie Moore, Julie Nelson, Adam Aba-Husain, Dwight Mizoguchi, Brenda Sevilla, Angle (MSW Intern), Beverly Wong

**Agenda:** 1) HSD Anti-Racism Training Update, 2) Overcoming Fear

### **HSD Anti-Racism Training Update**

- We hope to plan meetings in April for more in-depth discussion or next steps, following the all-staff meeting (Session 4) in March.
- HSD leadership team members want to make use of current structures and incorporate racism issue into its meetings. The challenge is whether this will allow cross-fertilization between different units if this is only for planning or division meetings.
- There are Citywide change team leaders (led by Seattle Office of Civil Rights (OCR))
  - Meetings are monthly and provide updates on what's effective and happening in different departments. Facilitated by Darlene Flynn and Mickey Fern.
  - OCR hired consultant to assess each department, train, and help build capacity.
  - Mayor asked OCR to pick 2 tangible items each dept accomplished or is working to accomplish.
  - OCR is looking at a train-the-trainer model with Crossroad Ministries, which works closely with the People's Institute.
  - Department will nominate who goes to the training.
  - UIR and training team need representatives at these meetings.
- We should explore whether training money exists at all.

### **Overcoming Fear**

- At March all-staff meeting, we want to get people's needs and ask what individuals or their division needs to move forward.
- We are losing trust and momentum between now and March.
- Maybe facilitators could send out thank you note to participants and ask for suggestions, touch base. Trust needs to be built personally.
- There needs to be some form of validation and commitment to support people talking about racism.
- What are we afraid of?
  - If you're too outspoken about racism, someone will complain.
  - May cause strain with supervisor.
  - Could impact upward mobility or ability to maintain job.
  - Someone could find way to retaliate.
  - What we've seen happen to others is a part of fear.
- Department leadership could ease fear by acknowledging the issue in public statement and policy.
- Giving suggestions will not likely gain support because they're often seen as time-consuming and expensive or to face political opposition and lack of political support.
- We should document key issues and give recommendations to be implemented by department. Create a strategy chart for improving climate around issues.
- We need a process to develop a process for talking about: consequences for "troublemakers," how these consequences relate to fear, and what reassurance people need for bringing up controversial issues.